I. R. S. IX-5]

Previous references. 1876-77

File No.

Serial Nos.

later references.

A 783 - 30 88/12

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1 — 13

Major Part B for June 1877

SUBJECT.

Introduction of the Revenue Post System the Government

The Superintendent Cinta D.
The Deputy Accountant

No. 3883

GOVERNMENT OF INDIA.

FINANCIAL DEPARTMENT.

EXPENDITURE.
Administrations.

CIRCULAR.

To The Chief Commissioner of Mysore

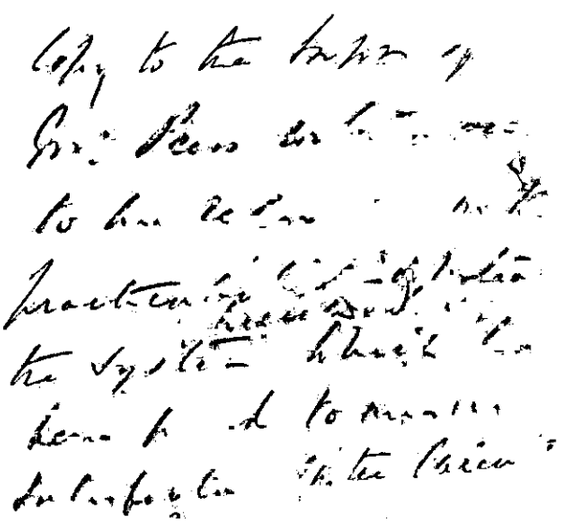
FORT WILLIAM, *the* 17*th November* 1876.

SIR,

I am directed ... for information copy of a letter from the Superintendent of Government Printing, Calcutta, No. 41 E., dated 15th September 1876, reporting the substitution of the system of payments for piece-work for payments of fixed salaries to compositors, &c., in the Central Press of the Government of India.

2. I am to suggest that if the system be not already in force in Mysore you will be good enough ~~to move~~ to consider the expediency of introducing it into the Local Government Press.

3. The Government of India considers this measure an important reform both for the Government and for the men. Its introduction was beset with difficulties, on which account the full fruits of the reform will only be gathered by degrees.



No. 41-E.

FROM

THE SUPERINTENDENT OF GOVERNMENT PRINTIN

THE SECRETARY TO THE GOVERNMENT OF INDIA,
FINANCIAL DEPARTMENT.

Calcutta, the 15th September 187

SIR,

WITH reference to Financial Department letter No. 1899, da 31st March last, I have the honour to sub nit the report therein called for the introduction into this office of a system of payments for piece work.

2. The desirability of the applicatio of the scheme to Indian print offices has long been recognised, but up to 1872 no attempt was made to in duce it into this office. In February of that year the men employed in Agricultural Department section were info med that, commencing from Ma they would be paid at the scale of rate then in use for ascertaining money value of each compositor's outturn. The rates for composition at time were per 1000 ens as follow: com non matter, 2 annas 7 pies; tab matter, 2 annas 9 pies; scheme matter, 3 annas 2 pies. The men, howe refused to work at these rates—stated, in fact, that they objected to the p system *in toto*, and preferred remaining on fixed salaries to being paid by piece at even much higher rates than those offered to them. Finding that, as matters stood, it would be unadvisable to press a measure which seemed to cause such general dissatisfaction, the men were told that they would be paid fixed salaries, and work was resumed. Their outturn, however, was checked as before, and it was found that each month the earnings invariably fell short of the payments. Endeavours were of course made to get a fair daily outturn from the men, but even the frequent imposition of fines in cases of short outturn failed to produce the desired effect.

3. But although the project had to be abandoned for the time being, i was not lost sight of, and in September 1872, when a branch of this press wa opened in the High Court premises, the men were paid at the rates for piec work. The workmen, however, were mostly of an inferior class, the rate being apparently too low to secure the services of good compositors.

4. It was evident, then, that an amended scale of rates was necessar before the piece system could be introduced generally with a fair chanc of success. In 1874, therefore, the scale was revised, the rate per 1000 en common matter being raised to 3 annas, while tabular and scheme matte

were fixed at 3 annas 3 pies and 3 annas 6 pies respectively. The rates for "extras" also were more equably arranged,—in some cases modification being found necessary, while in others the rates were slightly raised; on the whole, however, the changes were rather advantageous to the men than otherwise. The revised scale of rates, together with the method of keeping accounts and the forms to be used for the purpose, besides general instructions for guidance, were embodied in a pamphlet which was circulated to the several sections of the office. To test the scheme thoroughly before payments were made according to the amended scale, the work of the Financial, Legislative, and Revenue sections was checked in the first three months of 1875 under the immediate supervision of a European assistant; and it was found that the payments made to the compositors in these three months were nearly covered by their earnings. This result satisfied me that, as a preliminary measure, the men of those sections might be paid at piece rates without further delay. It was accordingly intimated in April 1875 that, commencing with the 1st of May following, payments would be made at the rates fixed in the new scale. No remonstrance was then made, nor until some time afterwards. The first month's working of the new system showed the aggregate earnings of the men to be ₹547, or 32 per cent., more than they would have been paid on salaries. It was thus satisfactorily established that the compositors as a body had no reasonable cause to be dissatisfied with piece work, and the men of the other sections were also paid at piece rates from 1st June. Towards the end of that month I received a memorial signed by 67 compositors of different sections, protesting against the new measure, and urging their claims to be paid fixed salaries. Except in the cases of a few men who had grown aged and enfeebled in the service, and for whom special provision has been made, the memorialists' chief ground of complaint—their inability to earn as much as their former salaries—was proved to be without foundation, as it was shown that a large majority had earned more, and some considerably more, than the amount of their salaries. This I explained personally to the men, who with very few exceptions appeared satisfied that no injustice was intended or had been done to them by the new arrangement, and since then no expressions of discontent have reached me.

5. Having described briefly the steps taken in furtherance of the piece-work project, I now submit th[illegible] its general introduction.

6. During the official year 1875-76, which embraced 10 months' work of the compositors on the piece system, the number of pages composed equivalent to pica common matter 34 by 65 ems measure was 147,758. The amount paid to the composing establishment, which includes salaries of readers, copy-holders, impositors, distributors, proof-pressmen, and forme-carriers, was ₹1,48,929. This makes the cost of a page ₹1-0-1½. Adding contingencies and other charges (₹63,002), the cost per page was ₹1-6-11, or with the amount debitable for wear and tear, and pensions, ₹1-8-10. In 1874-75, during the whole of which year the compositors, with the exception of those employed in the branch press attached to the High Court, were paid fixed salaries, the number of pages composed was 139,723, at a cost for composing establishment of ₹1,48,142, or ₹1-0-11 per page. Including contingent and other charges (₹58,273), the price per page was ₹1-7-7, or with the amount debitable for wear and tear, and pensions, ₹1-9-5. Stated shortly, the cost of composition

per page, exclusive of contingent charges, was in 1875-76 ₹1-0-1½, against ₹1-0-11 in 1874-75, or rather more than 4½ per cent. in favour of the former year, in ten months of which the piece system was in full operation.

7. It is evident from the above figures that Government has gained by the introduction of piece rates; it will now be shown that the men have also benefited by the change. The following is a comparative statement of the attendance of compositors in 1874-75 and 1875-76, with the amounts paid to them in those years:—

Year.	Number of days of 7 hours worked during the year.	Overtime equivalent to days of 7 hours.	Total attendance for the year in days of 7 hours.	Attendance in 1875-76 less than in 1874-75.	Amount paid to compositors.	Average salary in 1874-75 and average earnings in 1875-76 of each compositor per day.
					R.	*R. a. p.*
1874-75 ...	127,863	16,668	144,531	...	1,16,415	0 12 10
1875-76 ...	89,810	14,180	103,990	...	1,11,032	1 1 1
Less in 1875-76...	38,053	2,488	40,541	28%	5,383	...
More in 1875-76 ...		...		...	...	0 4 3

These figures show that in 1875-76 the payments to the men were 4½ per cent. less and the attendance 28 per cent. less than in 1874-75, while for each day's work in 1874-75 the average salary per man was ₹0-12-10, and in 1875-76 the average earnings of each man per day on piece work amounted to ₹1-1-1, or ₹20-0-10 and ₹26-11-1 respectively per month of 25 working days.

8. It may not be out of place to compare the cost of composition in this office with the rates prevailing in London. I have stated in paragraph 6 that the cost per page in 1875-76 was ₹1-0-1½; only ₹0-13-6 of this amount, however, represents the compositor's share, the remainder being divided proportionately by the reader, copy-holder, impositor, distributor, &c. In London the rate per 1000 ens pica common matter is 6½*d.*, which would give 2*s.* 5¼*d.* for our page costing ₹0-13-6. There is even a greater disparity between the Home rates and ours for tabular and scheme matter. Taking a page of each description of matter,—common, tabular, and scheme, 34 × 65 pica ems,—the following table shows the cost of composition here and in London:—

	Calcutta.	London.
	R. a. p.	*£ s. d.*
Common matter	0 13 6	0 2 5¼
Tabular „	0 14 7	0 3 7¾
Scheme „	0 15 9	0 4 10½

To the Calcutta rates 19·5 per cent. must be added for salaries of reader, copy-holder, impositor, distributor, proof pressman, and forme-carrier; while 6 per cent. added to the London rates may be considered sufficient to cover the wages of the reader and proof pressman,—the compositor imposing and distributing his own matter. The rates per page would then be—

	Calcutta.	London.
	R. a. p.	*£ s. d.*
Common matter	1 0 1½	0 2 7
Tabular „	1 1 5	0 3 10¼
Scheme „	1 2 10	0 5 2

The very slight increase in the Calcutta rates for tabular and scheme matter over the price paid for common matter, compared with the London rates, requires some explanation. The Indian compositor, from his imperfect acquaintance with the English language, makes many mistakes in composing common matter from even very fair manuscript; and the evil is much aggravated when he has to deal with difficult handwriting. The errors for which he is responsible must be corrected by him without any addition being made to the 3 annas per 1000 ens paid to him for composition. Probably one-fourth, or it may be half, of his time is thus occupied, according to the nature of the work and the degree of skill and intelligence possessed by the compositor. On the other hand, he has little or no difficulty with figured statements, as far as the mere setting up of the figures is concerned; and the additional time required to compose this description of matter is compensated by the comparatively short time necessary for the correction of the errors marked on his proof.

9. The pressmen and distributors were paid at piece rates too far on in the year to admit of a report on the result being submitted at present. It will, however, be furnished hereafter.

10. The revised rates for piece work and the office rules are shown in the "Hand-Book" which accompanies this report.

11. I have to acknowledge the assistance rendered by Messrs. Sanderson and McLeod, who have both displayed energy and tact in overcoming the many obstacles they have had to contend with, and have freely devoted much of their time after office hours in devising and carrying out this important measure. The Hand-Book is almost entirely their production.

12. In conclusion, I trust that I have adduced sufficient data to show that the introduction of piece work into this office has been attended with success, and I beg to solicit the sanction of Government to the scheme.

I have the honour to be,

SIR,

Your most obedient servant,

E. J. DEAN,

Superintendent of Government Printing.

From

To The Superintendent
Govt Press

Dated Bangalore 2d Dec 1876

Despatched 4th —

Received

ENCLOSURES NO. 2.

General No. 9048
No. 1460

Letter No. 3883 dated the 1st Dec 1876 from the Govt of India Finl Dept., with enclosure from the Govt of Bengal Calcutta, regarding introduction of the system of payments for price work & payments of fixed salaries in lieu of compositors &c in the Govt Press of India, - & requesting the expediency of introducing it into the Mysore Govt Press.

The Supdt Govt Press

To record copy of the above for information & report ~~being submitted by the Supdt~~ on the practicability of introducing into the Mysore Govt Press the system of payments for price work in lieu of fixed salaries.

Bangalore 2/12/1876

No. A. 2/12/1876

1876. O. 6127 / 288

From The Supt. Stationery & Printing

To The Secretary to the Chief Comr. of Lupa

Dated 3rd December 76

Despatched

Received 4 DEC 76

ENCLOSURES NO.

Number No. 832 / 1876-77.

No. 529

Copy of Despatch No. 1 dated 17th Jan 1877 from Govt of India to Secretary of State

Copy of Despatch No. 52 dated 26th April 1877 from Secretary of State to Govt of India

Copy of Despatch No. 1 dated 17th Jan 1877 from Govt of India to Secretary of State

Copy of Despatch No. 52 dated 26th April 1877 from Secretary of State to Govt of India

In terms of the practicability and expediency of introducing into the Government Press a system of payments by piecework in lieu of fixed salaries.

A copy of this letter, and the orders herein referred to, will be communicated to the Supt. of Stationery, Lupa, and Supt. Bombay Government Press, for information and guidance.

The orders herein referred to will be communicated to the Superintendent of the Lupa Stationery Office for information and guidance.

Proposal made by Supt in Para 3 of 18th

* (see margin)

Office of the Mysore Govt. Press
Bangalore, 13th December 18.

No. 832/52

From

The Superintendent of the
Mysore Government Press

To

The Secretary to the
Chief Court of Mysore.

Sir,

I have the honor to acknowledge the receipt of your docket No. 9048/1460 dated 2nd Inst. forwarding a copy of Circular No. 3883 dated 17th November 1876 from the Government of India, Financial Dept. with an enclosure from the Supt., Government Printing, Calcutta, regarding the substitution of the system of payments for piece work in lieu of fixed salaries to compositors, &c, in the Press of the Govt. of India; and requesting the submission of a report on the practicability of introducing the system of payments for piece work into the Mysore Govt. Press.

2. In reply I have the honor to state that the introduction of the system of

payments for piece-
fixed salaries to Compositors, &c, in the
Mysore Government Press is quite
practicable. A reference to the repo
on the working of the Mysore Government
Press for the past fifteen years will show
that the profits to Government have bee
very large,- from which it may be in
ferred that the Press is most economical
worked. The system of payments for
piece work will perhaps cost more;
nevertheless the principle is sound
and fair both to Government and
the men, and I most cordially re-
commend its adoption here.

3. With a view to obviate diffi-
culties which are sure to attend the
sudden importation of so radical
a change, I beg to solicit permission
to introduce the scheme amongst a
portion of the men on the 1st February
next. I should then probably be
in position to extend it to the whole
Office at the beginning of the next

official

official year (1st April 1877), as well as to suggest certain changes which the new system will necessitate.

4. In the meantime, I beg to be furnished with a copy of the pamphlet and Hand Book referred to in paras 4 and 10, respectively, of the letter from the Superintendent, Government Printing, to the Government of India No. 418 S dated 15th September 1876.

5. As no reference is made in the letter above quoted with regard to the leave & pension rules of the employés in connection with the piece system, instructions on the subject are solicited.

I have the honor to be,
Sir,
Your most obedt. Servant

Harrell
Supt., Mysore Govt. Press.

1876.

No 9800
565

From [illegible]

To The Superintg Govt Press

Dated 26th December

Despatched 28th "

Received

ENCLOSURES NO.

Numeral No. 9800

No. 565 & 1/2 Sheets 1/77

Copy sent to Govt Press Office Letter No 4802 of 27th Dec 1876

From Supdt Stamp Department

Advises that the System of payments for piece-work in Stamping Division on principle adopted may be introduced in all Offices as proposed from the 1st Feby next.

Proceedings of the Chief Comptr of Hygiene-General Dept-

No 9800/H 565 d/26 Dec/76.

Dated Bangalore Dec 1876.

Letter No 832/52 dated 13th December 1876 from the Supt of the Hygiene Govt Press.

Order— The Offg Chief Comptr ~~must peruse the whole of the Supt. Circular that the~~ Consider that the system of payments for Price-work ~~this Circular that the present system.~~ ~~The former~~ is sound in principle and has been found to work favorably by Govt Elsewhere—

It may be introduced partially as Response pending Report

2 The proposal made by Mr Jarrett in para 3 of his letter, ~~is~~ ended above, for the introduction of the new system into the Hygiene Govt Press, is sanctioned— ~~Provided that a Copy of these~~ Orders be addressed to the Govt

~~Copy be submitted to~~ Govt of India, Finl Dept, pursuant to their Memorandum letter No 3883 F 7th Nov 1876.—

23/12/76.

H Hogden

To The Supt Govt Press. The Superintendent.

AYSCRE SCHEDULE 13

No. 9802
H 52

H. C. C. Office
Bangalore 26th Dec 1878

To,
The Secy to the Govt of India
Financial Dept
~~Govt Division~~
Calcutta.

Sir,

In reply to your Circular No. 3883 of the 17th ultimo, forwarding copy of letter from the Supt. Govt Printing, Calcutta, reporting the substitution of the system of payments for piece-work for payments of fixed salaries by composition &c in the Central Press of the Govt of India, and suggesting the expediency of introducing the system into the Mysore Govt Press, I am directed to submit, for the information of the Govt of India, copy of the Chief Comm's Proceedings No. 9800/563 of this date, approving of the proposals made by the Supt. of the Press, and authorizing the introduction of the new system as recommended in para 3 of his letter.-

2. ~~After due consideration~~ I am desired to request that a copy of the pamphlet and hand book referred to in para.

4 and 10 of Mr Dean's letter may be furnished to this office. It is presumed that the Hand Book contains the Rules prescribing the Crane and Cranemen to be granted by the Corporation under the new system. -

23/12/76 W.P.

No 353

4 & 1-7

To,
The Chief Commissioner
of Mysore.

Financial Deptt Sir,

As requested in your letter No 1802/3
dated 26th December 1876, I am desired to for-
ward a copy of the Hand Book compiled
in the office of the Superintendent of Govern-
ment Printing and to state that the Hand
Book has not yet been officially authorised

I have the honor to be,
Sir,
Your Most Obedient Servant

For Williams,
The 25th January 1877

Actg Secy to the Govt of M.

No 11205
1721

From 17 1877.
Secy

To The Supt. Mysore Govt Press.

Dated January/77
Despatched " — " —
Received

ENCLOSURES NO. 1 Book with letter in the same cover.

General No. 11,205 } 1876-77
No. 1721 }

Forwards a copy of the Hand Book applied for in para 4 of the Supts letter No. 832 dated 13th Dec. last, and states that ~~information has been received from~~ the Govt of India, ~~to~~ has intimated ~~the effect~~ that it has not been officially authorized.

"By order"

Offg Secretary

18 1877

G 73 70 c
396

From The Supt, Mysore Govt Press

To

Secretary to Chief Commissioner,
General Department.

Dated 12 March

Despatched 16

Received 12 & 13 "

ENCLOSURES NO one

General No. 1115 } 1876—77.
P. No. 70

Soliciting the Chief Commissioner's sanction to the disbursement of the Pay Bills of the Mysore Govt Press Establishment, calculated on the "piecework" system.—

The Excep[illegible]
[illegible]
[illegible]

No 1115-70

19

Office of the Mysore Govt Press
Bangalore, 12th March 18;

From

The Superintendent of the
Mysore Government Press.

To

The Secretary to the
Chief Commissioner
of Mysore.—

Sir,

With reference to the enclosed copy of Docket No 6191 dated 10th Inst from the Deputy Accountant General, I have the honor to solicit the Chief Commissioner's sanction to the disbursement of the Establishment Pay Bills of this Office calculated on the "piece-work" system introduced as sanctioned in Chief Commissioner's Proceedings No 9800/565 dated 26th December 1876. It is likely that for a time, at any rate, they will exceed the fixed scale of Establishment. But I may remark, the higher the Pay Bills are, the greater the amount of work executed and consequent enhanced profit to Government.

I have the honor to be,
Sir,
Your most obedt Servt

J. Carroll.
Supt, Mysore Govt Press.

1877 DD

From) The Dy Accts General in Mysore

To) The Superintendent, Mysore Govt Press

Dated)
Despatched) 10 - } March 1877.
Received) 12 "

Enclosures No

General No. 6191 } 1876-77.
No.

Your Establishment Pay Bill for the month of February 1877 amounting to Rupees 2063-3-3.

In returning the above provisionally passed, has the honor to observe that the total charge on the piece work system exceeds the fixed scale of

of the Press Establishment as shewn in the margin and to request that it may be reported to the Chief Commissioner for sanction.

/Signed/ H. Hudson

Dy Asst Genl in Mysore

"Copy"

Supt, Mysore Govt Press

Dy Asst Genl in Mysore

Amount of the Piece work Bills entertained from 1st February 1877 - 871-5-0

Balance Rs — 764-9-9

Sanctioned ——— " - 1056-14-3

Dated the 8th January 1878

Signed/ Key of the Press Bills &c. for month Ap. 1878-8-0

1877.

From

To The Supt. Govt. Press
Bangalore

Dated Bangalore 17th March 1877

Despatched

Received

Enclosures No.

General No. 12847

No. 713

From the Supt. No. 1115/70 dated 12th March 1877 soliciting sanction to the establishment of the Establishment Pay Bills of the Bangalore Govt. Press calculated on the piece work system.

The charge in excess of the Budget scale of establishment for the month of July 1877, viz Rs. 109-11-3, is sanctioned, but the Supt. is directed to keep the cost within the limits of the Budget Estimate in future.

16/3/77 Ent. No. 12848/1319

Copy to the Supt. Govt. Press

No. 75/6

Office of the Mysore Govt Press

Bangalore, 23d April 1877.

VB

GP 1-T-18

From

The Superintendent,

Mysore Govt Press.

To

The Secretary to the

Chief Commissioner of Mysore.

Sir,

I have the honor to submit the following report on the partial introduction of the system of payment for piece work in the Mysore Govt Press and to submit certain proposals with a view to improve the prospects of those engaged in the administration of the Department.—

2. The expediency of introducing this important reform both for the Govt and the men was suggested by the Govt of India, and the gradual introduction of the scheme from the 1st of February was sanctioned by the Chief Commissioner in Proceedings No. 9800/565 dated 26th December 1876. Vide correspondence quoted in the margin.

India To Chief Comr No. 3883 dt 17 Nov 1876 — Govt Printing, To Secretary India No. 41 E. dt 15 Sept 1876.

From Secy to Chief Comr of Mysore, To Supt Mysore Govt Press, No. 9048/1460 dated 2d Dec 1876.

From Supt Mysore Govt Press To Secretary & Chief Comr of Mysore, No. 832/52 dt 18 Dec 1876.

From Secretary & Ch. Comr of Mysore To Supt Govt Press, No. 9800/565 dated 26 Dec 1876.

3. The difficulties likely to be encountered on the introduction of the Scheme were enumerated by the Superintendent, Government Printing, Calcutta, in his letter marginally quoted. To diminish opposition at the onset — until the new system was understood and appreciated by the men who seemed to have a repugnance to "coolly work" as they termed it — it was deemed advisable only to apply the measure to those compositors whose fixed pay was Rs. 12 per month and under. The method of gauging their work, rates of payment, &c., were explained to them, and it was shewn that the industrious and intelligent might certainly earn more than their fixed pay. Loss of pension was another point regarding which fears were entertained — in reply to which it was stated that the present rules on the subject would not

not be affected by the new system of payment for work.—

4. In February a large proportion of these men earned more than their pay and some considerably more. In March the scheme was extended and the results were still more favorable.

5. The piece system has also been applied to the pressmen, to binders and type casters. Most of the pressmen earned less than their former pay in February and more in March. In February some of the binders earned much less — but this was entirely due to the circumstance that a large number of books could not be completed for want of leather which had been indented for but was not received till March. Their earnings in March were consequently abnormally large.—

The

The type casters earned a trifle over their pay in February and more in March, having done far more than the usual amount of work. The application of this measure of reform to all the above classes of men is simply invaluable Binders work particularly is difficult to check, and too much cannot be said in favor of a system which induces them to work hard without incessant watching — indeed no amount of watching could have been so efficient.

6. - I append a Statement of the Receipts and Disbursements of the Press for the past month — the "receipts" of course are nominal only as the work is not paid for by the Departments concerned. They shew however the value of the work performed for each branch of the Imperial Administration while on the opposite side is shewn the cost of production.

Abstract

[illegible]

Abstract Statement – overleaf

Abstract Statement of Receipts (nominal) and

V

Disbursements.

	Amount Rs	as	p
Salary of Superintendent	500	-	-
— " — Manager	150	-	-
Clerks and Proof Readers	270	-	-
Engraver and Draughtsman	50	-	-
Salaried Workmen	561	7	9
Paid Compositors for Piece work	691	7	1
— " — Printers — " — "	219	11	3
" Binders — " — "	426	14	4
" Type Casters — " — "	93	15	1
Contingencies	141	6	8
"Famine Relief Allowance" of Rs 1/8 to each of 122 employés whose monthly salary or earnings did not exceed Rs 16/-	183	-	-
Cost of leather, calico & other binders' materials used during the month. Rs 553-0-0			
" Typemetal 66-10-3			
" Lead 7-9-6			
	627	3	9
Total Expenditure Rs.	3915	1	11

Disbursements of the Mysore Govt Press for the Month of March 1877

Receipts (Nominal).
(Being value of work executed)

	Departments	Printing Rs	as	p	Binding Rs	as	p	Total Rs	as	p
1	Mysore Administration	288	12	"	1360	3	-	1,648	15	-
2	Chief Commissioner's Office	781	8	-	21	6	-	802	14	-
3	Deputy Account[t] General's Office	542	4	-	4	-	-	546	4	-
4	Military Assistants' Office	65	4	-	-	8	-	65	12	-
5	Amche Department	-	4	-	-	-	-	-	4	-
6	Residency Department	6	-	-	-	-	-	6	-	-
7	Judicial Commissioner's Office	-	-	-	1	4	-	1	4	-
8	Inam Superintendent's Office	196	12	-	-	-	-	196	12	-
9	Secretary's Office, Pub. Works Dept	54	-	-	3	12	-	57	12	-
10	Examiner's Office —do—	334	-	-	8	-	-	342	-	-
11	Educational Department	265	8	-	322	2	4	587	10	4
12	Nundydroog Division	10	-	-	-	-	-	10	-	-
13	Bangalore District	37	8	-	14	4	-	51	12	-
14	Kolar District	18	8	-	-	-	-	18	8	-
15	Nohlagram Division	12	8	-	-	-	-	12	8	-
16	Mysore District	6	-	-	-	-	-	6	-	-
17	Hassan District	77	8	-	10	-	-	87	8	-
18	Chitaldroog District	14	8	-	-	-	-	14	8	-
19	Kadur District	18	8	-	-	-	-	18	8	-
20	Coorg Superintd[t]'s Office	9	12	-	-	-	-	9	12	-
21	Amrit Mahal Dep[t]	-	10	-	-	-	-	-	10	-
22	Registration Depart[t]	28	-	-	20	-	-	48	-	-
23	D[y] Insp[r] Genl's Office, Police	40	-	-	172	-	-	212	8	-
24	Gazette Office	1335	8	-	93	-	-	1,428	8	-
25	Mysore Govt Museum	15	-	-	-	-	-	15	-	-
26	Small Cause Court	68	-	-	-	-	-	68	-	-
27	Forest Department	6	-	-	-	-	-	6	-	-
28	Surgeon, Mysore Com[n]	16	-	-	2	-	-	18	-	-
29	Government Prop	13	15	3	-	8	-	14	7	3
30	Lock Hospital Committee	4	12	-	-	-	-	4	12	-
31	Miscellaneous	-	-	-	3	-	-	3	-	-
	Value of Type Casting Rs							282	15	9
	Total Receipts Rs	4266	13	3	2036	7	4	6586	4	9
	Deduct Expenditure during the month							3915	1	1
	Savings Rs							2671	2	5

30

I solicit permission to furnish a similar Statement monthly in lieu of the detailed Quarterly and Annual Reports hitherto forwarded. They not only take a long time to prepare and involve an amount of clerical labor for which the present staff of two clerks (of whom one is entirely occupied in despatching forms, books, &c.) is wholly insufficient), nor the an account of each man's work must be kept — but are so bulky that they cannot be fairly scrutinized, and do not convey, I submit so clear an idea of the working of the Press as the monthly Statement now furnished). The Yearly Statement will in addition shew the cost of the Stores, permanent and current, received from England.

I am not aware of any objection to this brief summary of the working of the Press, but the yearly Statement will be duly forwarded.
J K

8. With the exception of the few men noted below, I propose applying the system of payment for piece work to the whole office. The reasons for retaining these men on fixed salaries are given opposite their designation

† I except the Pressmen all Binders & Boys employed in the Machine Room below

Compositors.

			Reasons
1	@ 30	being the present fixed salary	To assist the Manager as copyholders and to do such work as it may be considered inexpedient to give out as piece work
1	@ 22.	"	
1	@ 20	"	
1	@ 17	"	
3	@ 15 Each	"	

Since added, requested in Mr Garrett's No 3 of 4th May/77. × 2 1 @ 15 to act as "Counter" Canarese Compositors at Rs. 10 each.

Pressmen, &c.

1 @ 17.	being the present fixed salary.	Required for Numbering Machine
2 Turners @ 6 each	— " —	Required as extra turners for Double Demy Machines.

2 Watermen & Town Carriers @ 6/ each	The work performed by these men cannot be guaged by the piece.
3 Hydraulic & Athol Pressmen, 2 @ 6 each & 1 @ 5/8. —	
1 Copperplate pressman and stereotyper @ 8/. —	
1 Lithographic Pressman, @ 8/.	
1 Carpenter @ 12/	

Binders

1	@ 22.	being the present fixed salary	Engaged in gilding and various jobs which cannot well be guaged by the piece.
1	@ 20	"	
1	@ 12	"	
1	@ 9	"	
4	@ 5 each	"	
2	@ 4 each.		

9. I would propose that the present fixed Pay Bill should be the basis on which pensions, gratuities, and allowances for leave on medical certificate, &c be calculated.

10. The Chief Commissioners' Daily and Monthly Proceedings have been printed since April 1873. As the introduction of the measure added considerably to the work of the Proof Examiners two Clerks, from the General Department of the Chief Commissioners' Office, were deputed to work in the Press office as Proof Examiners. One of them, Cheluviengar, has been withdrawn owing to pressure of work in his own Department and as Gopalkrishniengar may at any time be withdrawn for the same reason, I beg to suggest either that he may be permanently transferred to the Press office or that a competent man may be entertained in his stead.

Gopalkrishniengar
Cheluviengar.

11. In conclusion I beg permission to bring forward for the Chief Commissioners' favorable consideration a

Gopalkrishniengar's petition the subject as called for by the Undersigned, by the Secretary, is suspended in Mysore at present. I have the honor to be Sir Your obedient Servant H Meade

Mr 15-4-2 dated 15th Sept 1874

See D: a

a subject which for some time has attracted my attention.— When the Govern ment Press was first established in 1858 there were only 9 hands. In 1861, when I was appointed Superintendent, the numb was 44;— the Establishment has been increased from time to time as the neces sity for doing so evinced itself, and my pay and that of my Manager, Proof Examiners and Clerks has been raised by the several Chief Commissioners of the tim all of whom have expressed their satis faction at the working of the Depart ment. It could not have been foreo how greatly the work of the Dept. woul increase year after year and how larg the profits would become; consequently no organized scheme was planned for the gradual development of the Press and the adequate remuneration of the Officers on whom the increased of work and responsibility devolved and on whose exertions and administration the success of the Department was dependent. I regard the present a fitting opportunity for advocating their claims for advancement and feel it to be my [illegible] I am subordinates

represent that our pay is not only inadequate in the present but that we have no hope of advancement in the future – that it is much less than the incumbents of similar appointments receive in other parts of India. and that it is very small in comparison with the profits that accrue to Government through the agency of this Department. The following table shewing the Receipts and Disbursements of the Press since its formation in 1858 will corroborate what I have stated.

Years	Strength of Staff	Receipts (nominal) Rs.	as.	p.	Disbursements Rs.	as.	p.	Savings Rs.	as.	p.
1858-	9	365	10	-	610	14	"	-	-	-
1858-59-	15	6130	13	10	3174	9	5	2956	4	5
1859-60-	28	7415	11	3	4354	5	11	3061	5	4
1860-61-	44	9460	5	4	5894	9	"	3565	12	4
1861-62-	44	13190	12	7	8265	11	-	4925	1	7
1862-63-	44	13967	12	-	8786	10	11	5181	1	1
1863-64-	60	17488	11	6	10815	2	7	6673	8	11
1864-65-	72	18840	14	4	12942	12	11	5898	1	5
1865-66-	90	23778	9	8	16564	13	9	7213	11	11
1866-67-	91	25950	4	1	16024	1	10	7926	2	3
1867-68-	120	26931	9	1	19106	7	8	7825	1	5
1868-69-	121	34415	7	2	20020	13	6	14394	9	8
1869-70-	168	32460	14	10	23254	10	-	9206	4	10
1870-71-	166	35710	15	2	27151	8	8	8559	6	6
1871-72-	169	37681	9	2	25599	11	10	12081	13	4
1872-73-	160	35078	5	10	26147	3	5	8931	2	5
1873-74-	166	33173	1	4	28492	11	3	4680	6	1
1874-75-	166	40822	3	4	33363	14	4	7458	5	-
1875-76-	171	32065	7	7	29986	15	3	2078	8	4
1876-77-	171	45208 ×	13	4	34468 ×	5	6	10740	7	10
							Total.	133357	2	8
							Deduct - Loss in 1858	245	4	-
							Net Savings Rs.	133111	14	8

12. In order to retain the services of men when they have become efficient instead of having them seeking for promotion elsewhere as is now the case, I would propose having a minimum and maximum salary for each grade — the latter to be earned by several years' approved service.— The following table embodies my proposals on the subject and shews in addition the number of years each individual has served Government. I should suggest that the proposed annual increments take effect from the date of last increase to pay.

Name	Designation	Present Pay	Proposed		Annual Increment	No of years' service	
			minimum	max^m			
		Rs	Rs.	Rs	Rs.	Y. M.	
J.P Garrett	Supt —	500	400	750	50	16 2	
B. Rangiah.	Manager	150	120	225	10	19 - 4	
B. Srinivas Rao	Hd Exam^r	70	60	100	5	9 - 6	
N. Gopalakrishniya	Exam^r	60	50	80	5		vide proposal in para 10.
B. G. Ranganna	— " —	40	30	40	5	9 - 5	
B. Venkatasamy	— " —	20	30	40	5	8 - 1	
M. Soob Rao.	Copy Reader	15	20	30	5	2 - 8	
M. Krishna Rao.	— " —	15	20	30	5	2 - 2	
C. Raghavendra Rao	Head Acct & Clerk	50	50	70	5	12 - 5	
Papiah. —	Clerk.	20	25	40	5	8 — 4	
T. Rangasamy Pillai	Draughtsman	50	50	80	5	11 — -	
P. Herman. —	Asst to Manager	40	40	60	5	7 — 9	

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13. I venture to hope that the introduction of the system of payment for piece work into this Department will be considered satisfactory, and that the proposals I have made for the advancement of myself and subordinates will be favorably rec.d by the Chief Commissioner.

I have the honor to be,
Sir,
Your most obedt Servant

W. Laird

Asstt. Mysore Govt. Press.

From 187 98

The Supt, Mysore Govt Press

To The Secretary to the Chief Court of Mysore.

Dated 4th May

Despatched

Received

ENCLOSURES NO.

General No. 117

No. 9

Has the honor to request that the following may be added to the list of men on fixed salaries proposed in para 8 of this Office letter No. 78/6 dated 23d. Ult. —

2 Kannarese Compositors @ Rs. 10/- each. —

Supt, Mysore Govt Press

(BR) To enter in the attended letter 2/6

6-6-98

From 18 187 .

To The Dy Accountant
Genl Ingrs

Dated Bangalore 11th June 1877
Despatched " "
Received

Enclosures No. One orig letter No. 78/6

General No. 2507
A No. 138

Letter No. 78 dated 23rd April 1877 from the Supt Govt Brs, reporting on the partial introduction of the system of payment on piece work in the Govt Press.

I request the above in original may be forwarded with the opinion of the Dy Accountant on the proposal contained in para: 9.

By order
[illegible]
9/6/77 for Secy

187 7

From The Deputy Accountant General in Mysore.

To Secretary to Chief Commissioner, General Department.

Dated 1877

Despatched 1877

Received 1877

ENCLOSURES NO 1 (one)

General No. 1542 } 187 7—78.
No.

Referring to No. 2507/130 of 11 Instant, States that Section 22 (1), 42 (1) 70 (4) and 97 (1) of the C. P. Code contain the rules prescribed for Peons servants paid for piece work.

Perhaps the Secretary would now wish a draft to be prepared for the Supt. of the Govt. Press in terms of the orders of the Govt. Inst. passed on Mr. Garrett's No. 78/6 dated 23rd April last.

19.6.77

Deputy Accountant General's Office
Bangalore 15th June 1877

From

The Deputy Accountant General
Mysore.

To

The Offg. Secretary to Chief Commissioner
General Department

Sir,

With reference to your docket No. 2507/136 of the 11th June 1877, I have the honor to state that Sections 22, 41, 42(1), 70(4) and 97(1) of the Civil Pension Code contain the rules prescribed for Prgo servants paid for piece work.

Enclosure, returned.

I have the honor to be,
Sir,
Your most obedient Servant

Deputy Accountant General

General N° 3032

F 161

Dated 25th June 1877

Proceedings of the Chief Commissioner of Mysore &c. Bangalore 25th June 1877

Read letter from the Secy. Mysore Govt. Press. No 78 dated 23rd April 1877 submitting a report on recent introduction of the system of payment for piece work &c. with plan &c. for the advancement of the prospects of the working in the Department.

Order. The merits of the system of payment for piece work having been established, the Chief Commr. approves of the steps proposed to be extended the system to all employés in the Press, but those specifically excluded by him, as stated in para 8 of his letter. Thus amended is sanctioned.

As per para 2

2. ~~With reference~~

1. The Supt may ~~with~~ in future submit monthly a ~~brief~~ summary of the working of the Press without the details now given in the Statement of Receipts and Disbursements for the last month.

Statement of the Receipts & Disbursements of the Press in lieu of the Monthly Annual Reports at present furnished

3. ~~With reference to~~ the question ~~raised~~ in para 9, the Supt is referred to Sections 32, 41, 42 (1) 70 (4) and 97 (1) of the Civil Pension Code which contain rules prescribed for Press Servants paid by piece work.

4. The suggestion, to permanently transfer the services of Gopalchandra Mungar, a Clerk of this Office in the Genl Dept and temporarily doing duty in the Press, cannot be acceded to. But in the event of a vacancy in the Press Office being deemed necessary hereafter, the arrangement

of a Proof Reader in
of this Office may be provi-
ded. With reference
to the proposals
in paras 11 and 12 for
revision of the Scale of
Establishment, whether
this or not, the Supdt is
directed to submit a
separate for consider-
ation.

6. The manner in
the system of paying
for piece work had
worked in the Govt Press
by the Supdt, is consid-
ered by the Ch: Commr
as highly satisfactory

4. The proposals made
in paras 11 & 12 for a
revision of the Scale of
Establishment, whether
this or not, the Supdt is directed
to submit a separate
submission at a future
time. With regard to
the proposal to introduce
a system of paying
piece work, the Ch: Commr
is disposed to favour
the proposal,

B B Seccy

To Supdt: Govt Presses
Dep: Accts: Genl.

W.O. 23/8/77

To

Draft order

Supt. Gov. Press
D A G.

of 25 June
dep. " " "

General N: 3032
F " 161

Paving orders on the subject of the system of payment to Press servants for piece Work &c